

LABOR CLARION

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Non-Union Companies Lend Encouragement To "Works Councils"

President William Green of the American Federation of Labor has laid before General Hugh S. Johnson, Recovery Administrator, a mass of evidence which he asserted "shows the various types of effort being made by certain great corporate powers to defeat the labor section of the National Recovery Act."

"It has been said by persons not familiar with the facts that labor has slowed up the Recovery Administration's efforts by strikes and by demands for codes that respect the law as it was written," said President Green, "but I have presented to General Johnson the definite, documentary evidence of astonishing evasions by great employers, some of these so bold and so hostile to the letter and spirit of the law that I am certain the administrator must take immediate and very drastic action."

Typical of Company Union

Described by President Green as "typical of company union plans laid before General Johnson" by him is one submitted to its employees by the E. I. Dupont du Nemours Company of Delaware and subsidiary companies. The plan, as detailed in an eight-page pamphlet, provides for the election of "works councils" in each plant, consisting of appointed representatives of the company, an equal number of representatives appointed by the management, a chairman elected by and from the membership of the "works council" and a secretary named by the management but having no vote.

The Dupont plan sets forth that the company shall provide suitable places for meetings of the "works council" and its committee. Another provision says that employees attending meetings of the "works council" or any of its committees shall receive their regular pay from the company for such time as they are necessarily absent from work for these purposes.

Plans Branded Law Violation

"These provisions," said President Green, "together with that for company representatives on the 'works councils,' brand them as in no sense bona fide employee representation and as at variance with the collective bargaining provision of the National Industrial Recovery Act. The law in Section 7 (a) guarantees the right of employees to 'organize and bargain collectively through representatives of their own choosing' and further provides that they 'shall be free from interference, restraint or coercion of employers of labor or their agents, in the designation of such representatives.'"

A plan of "employee representation" proposed by the Aluminum Company of America and its subsidiary companies and included in the material submitted to General Johnson is very similar to the Dupont plan. It provides for "works councils" in each plant, composed of elected representatives of the employees and an equal number of appointed representatives of the management. As in the Dupont plan, the Aluminum Company speci-

fies that the company shall provide meeting places for the "works councils" and shall pay representatives for the time spent at meetings.

Other documents showed promotion of "employee representation plans" by the Chevrolet Motor Company, Pittsburgh Plate Glass Company and RCA Victor Company. The Chevrolet plan is being pushed in thirteen cities.

The Pittsburgh Plate Glass Company offers an "employees representation plan" to its employees in its window glass plants. It differs little from others. A provision not contained in the plans already cited gives exclusive right to the management to hire, suspend or discharge for "proper cause."

The RCA Victor Company, in its large factory at Camden, N. J., set up an "industrial representation plan" last June. A joint conference of employee-elected representatives and representatives appointed by the company was established to adopt a joint agreement to "govern the future practices and proceedings in matters of mutual interests to both employees and management."

Market Street Railway in List

Other "employee representation plans," all of similar nature, which President Green laid before General Johnson are outlined in letters and pamphlets from the Kohler Company, Kohler, Wis., headed by former Governor Kohler of that state; the Jones & Laughlin Steel Corporation, Aliquippa, Pa.; Sinclair Refining Company, Marcus Hook, Pa.; Grays Harbor Pulp and Paper Company, Hoquiam, Wash.; Pharis Tire and Rubber Company, Newark, Ohio; Newport News Shipbuilding and Dry Dock Company, Newport News, Va.; Lamson and Sessions Company, Kent, Ohio; Frigidaire Corporation, Dayton, Ohio; Market Street Railway Company, San Francisco, and the Louisville Gas and Electric Company, Louisville, Ky.

Commenting further on the material submitted to General Johnson, President Green said:

"The documents offer clear evidence that employers all over the nation are doing their best to encourage a spurious form of 'employee representation.' Most of the plans provide for company representatives on the joint committees or councils. They also provide that the committees or councils shall meet on company property, during working hours and that the employees attending shall be paid for their time.

"Of course no real trade union would do business that way. Trade unions meet outside working hours. They do not meet on company property. There are no representatives of the employers present at these meetings.

"It is absurd to think that workers are organized of their own free will, as provided for in Section 7 (a) of the Recovery Act, when they meet under conditions established by the company union plans. The 'employee representation' plans are a fraud from start to finish and labor holds they are in direct violation of the spirit and letter of the Recovery Act. We shall continue to fight them, pointing out that they have nothing in common with trade unions organized by voluntary action of the workers."

NATIONAL CODE GOVERNS

A ruling from Washington states that a national code for any trade or industry supersedes any state code. The attorney-general of California had previously ruled to that effect.

San Francisco Will Extend Invitation to A. F. of L. for 1934

"San Francisco in 1934!"

By a rising vote, the San Francisco Labor Council last Friday evening instructed its delegate to invite the great American Federation of Labor to hold its annual convention next year in San Francisco.

Following that action the executive committee was instructed to take the necessary steps which will enable the Council's delegate to the convention, John A. O'Connell, to properly present the claims of "The City That Knows How"—by which appellation San Francisco has been known ever since the late President Taft coined the expression in its behalf when the contest with New Orleans was being waged in Congress to secure the exposition that celebrated the completion of the Panama Canal.

And that exposition, in 1915, also brought to San Francisco the convention of the Federation of Labor, which met in Eagle's hall, the sessions continuing for over two weeks. Nearly 400 delegates were in attendance besides the numerous visitors that the annual gathering always brings together. Samuel Gompers was the presiding officer, and many others whose names were almost equally familiar in the labor movement, some of whom have now passed on, were active participants.

Two Previous Meetings Here

That was the second occasion on which the honor of entertaining the parent body had been bestowed upon the city by the Golden Gate, the other having been a few years previous to the fire.

With the lapse of nineteen years labor and civic leaders feel that the city will again offer a most tempting appeal to the favorable consideration of the delegates, to many of whom the attractions of the city, state and the West in general will be entirely new.

Municipal authorities offer an appropriation of \$5000 toward the attendant expense of handling the gathering, and the hotel association has also thus early come forward with a substantial pledge of support.

It is estimated that 2500 delegates and visitors from different parts of the country are usually in attendance at the Federation convention. Fraternal delegates from England and other countries are also among those that witness the proceedings and deliver addresses.

In addition to Delegate O'Connell, the city will have as boosters at the Washington convention several international officers from various unions who have their homes in San Francisco, and it is confidently predicted they will return with the prize.

LABOR ASKS INJUNCTION

The Wisconsin State Federation of Labor has filed a request in the circuit court at Milwaukee for an injunction to compel the Simplex Shoe Company to cease its efforts to prevent labor from organizing and thus obtain the benefits accorded the workers under the National Industrial Recovery Act.

Formulate New Attack Against Union Shop

An Associated Press dispatch from Washington last Monday gave the information that a copyrighted bulletin had been sent out by John C. Gall, associate counsel of the National Association of Manufacturers, advising the association that a closed union shop under which labor contracts were made with a single union would violate the intent of the Recovery Act.

Offer "Special Inducements"

The dispatch further stated employers had been told that under the law they could advise workers against joining a labor union, or, within limits, offer special inducements, such as group insurance, to employees who will join and bargain through a company union.

In support of this new and insidious attack on the workers' rights as laid down in the Recovery Act, the attorney for the Manufacturers' Association is quoted as saying:

"Since the Recovery Act leaves to the employee the clear option as to the form of collective bargaining he desires, if any, there is no difference whatever under the law between a company union, on the one hand, and an affiliate of the American Federation of Labor, on the other. Either a closed shop agreement is invalid, whether made with one or the other type of labor organization, or both kinds of closed shop agreements are valid, and by a bona fide agreement with the employees through a company union the employer may outlaw other unions in his plant."

What appears to be an invitation to employers to violate the plain intention of the Recovery Act is indicated in a paragraph of the dispatch which says: "Regarding inducements to further company unions, Gall said it was a legal practice 'so long as the employer does not use coercive methods to cause the employee to select that method of dealing with him.'"

Denouncement by Green

President Green of the American Federation of Labor last week denounced efforts such as the above-noted, and others, which have been made to interpret the National Industrial Recovery Act in such a manner as to seem to deprive the union shop of sanction under the law.

"I hesitate to challenge the good faith of these gentlemen," said the A. F. of L. executive, "so I shall be forced to challenge their intelligence. The National Industrial Recovery Act does not pre-

vent the closed union shop, and I mean by that term just what we have always meant by it. I mean the shop which is union by agreement between the workers and the employers. There never was any other kind and there never can be any other kind.

"What the Recovery Act does is to give the workers their freedom to organize, so that we now have a great many more really union shops than ever before and the number is growing daily and rapidly. What hurts the objectors is that the workers now have this freedom and, having it, are using it. They are dismayed because wage earners are free to follow their own counsels and are no longer under the necessity of paying tribute to the company union schemes of employers who hate to abandon their role of industrial dictators and are no longer under the necessity of signing individual or 'yellow dog' contracts."

With reference to the subject of labor's rights under N.R.A. it may also be enlightening to call to mind a statement in a recent radio address made by Senator Robert Wagner, chairman of the National Labor Board, as follows:

"Labor has been granted the same opportunities as business men. It has been guaranteed the right to seek concerted action by means of representatives of its own choosing. In this way it may gain release from the evils of indiscriminate competition within its own ranks. It may check its own members who degrade standards by willingness to work under indecent conditions. It may advance its legitimate interests by a well planned program instead of by scattered, disconnected efforts."

Water Development Plan Goes to Voters

A referendum petition blocking California's \$170,000,000 water program has qualified for submission to the electorate. About 70,000 names were necessary to place the measure on the ballot, and it is stated that nearly 85,000 signed the petition in five counties of the state, over 60,000 of which came from Los Angeles.

Fred G. Athearn, San Francisco attorney and Sacramento Valley land owner, is the reported sponsor of the referendum petition.

Under the plan, which must now be held in abeyance, an ambitious project was to be launched having for its purpose the conservation of the flood waters in the Sacramento and San Joaquin valleys by a system of dams and canals; electric power plants and transmission lines are included, and authority is vested under which rates will be established for the sale of developed resources from the project. A seventy-year bond issue, together with assistance from N.R.A. funds, would pay costs of the plan.

Governor Rolph has been requested to call a special election on the restraining referendum petition in order that the program may not be delayed and the state be enabled to take advantage of the national government's public works funds. Unless a special election is called the petition can not be voted upon before 1934. Plans for conservation of the valley waters have been a subject of serious thought and discussion for many years.

ACCOUNTING FOR HIMSELF

The minister met Tom, the village ne'er-do-well, and shook him heartily by the hand. "I'm so glad you've turned over a new leaf, Thomas," said the good man. "I was so pleased to see you at the prayer-meeting last night." "Oh," said Tom, "so that's where I was, is it?"—"Royal Arcanum Bulletin."

Bay Maritime Unions Ask Wage Conference

"It is regrettable to know that up to the present, as affecting vessels on San Francisco Bay and tributaries, there has not been a response from a single company to the call of the President of the United States for the employment of additional workers. We have yet to learn of any instances in which there has been even one man added to the crews of said vessels."

The above is the wording, in part, of a communication from the employees on vessels operating on San Francisco Bay making formal demand on shipping and boat owners for a conference on wages and working conditions. It is a condition now being commonly discussed among trade unionists wherever the benefits of N.R.A., as affecting unemployment in their ranks, is the subject of conversation.

Excessive Overtime Worked

The statement by the maritime workers continues: "On the contrary, in numerous cases crews have been worked excessive overtime where additional workers could have been used. These are conditions which must be changed if the bay shipping industry is to do its part in the drive for prosperity."

The workers ask for the consideration of a code at the requested conference with the companies, and outlining their position the statement further says:

"We trust that it will not be necessary, through the failure of any such proposed conference, for us to request the President of the United States to exercise his full powers under the National Recovery Act in order to bring about the establishment of conditions in these waters essential to the success of the national recovery movement."

Serve Proper Notice

"Wherever in the industry agreements now exist between the company and any of the undersigned organizations, we hereby serve thirty days' notice of our desire to modify or change the existing agreement to include the provisions of the enclosed labor code."

The request for the conference is served upon some twenty or more ferry, river steamer, tugboat and oil companies operating on San Francisco Bay and is signed by Local No. 40 of the Masters, Mates and Pilots, Marine Engineers No. 97, Ferryboatmen's Union, Marine Firemen, Oilers, Watertenders and Wipers' Union, and the Sailors' Union.

DELEGATES LEAVE FOR WASHINGTON

Secretary-Treasurer John A. O'Connell departed last Wednesday for Washington, D. C., where he will represent the Labor Council in the convention of the American Federation of Labor. He will thus necessarily be absent from his office for three weeks or more. For fear he might become lonesome from missing the numerous activities to which he is accustomed while at home, the Council placed in his hands, as its official representative, a commission to secure the next meeting of the Federation for San Francisco.

Among others from San Francisco who will attend the convention as representatives of various international unions or as visitors are Daniel Haggerty, Michael Casey, John P. McLaughlin, Timothy A. Reardon and Paul Scharrenberg.

DEPOSITS GUARANTY GOES THROUGH

Despite the protests of the American Bankers' Association at its convention in Chicago it is announced that the Roosevelt administration is proceeding with its plans for insurance of bank deposits, beginning next January.

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Day to Day Opinions, Decisions and Instructions in Operation of N. R. A.

From Official Bulletins Showing Important Steps in Administration of Act

Validity of Closed Shop

The settlement of the Brockton shoe strike, involving 7000 workers, made by the National Labor Board, provides that all workers will be taken back and that those not in good standing with the Boot and Shoe Workers' Union and who do not want to pay dues shall have 35 cents per week deducted from their pay by the manufacturers, these sums to be held in escrow pending the board's decision. The board will also decide whether these sums shall be paid as dues to the Boot and Shoe Workers' Union or to any other organization or returned to the workers. Chairman Wagner announced that the board recommended that the strike be called off "pending a decision by the board as to the validity of the closed shop contract between the Brockton manufacturers and the Boot and Shoe Workers' Union."

Steel Must Show Its Books

Operation of the billion dollar steel industry under its code and the progress made toward its self-government were subjects of a conference last week in New York between steel leaders and N.R.A. officials.

An N.R.A. bulletin states that steel is regarded as an example of the self-administration of a highly integrated industry as distinguished from others of the type of oil, coal and retail trades.

Important matters of sales procedure under the N.R.A. code are nearing adjustment, it is understood. Salesmen have been instructed regarding changes made in extras, differentials and other items. The principal task under the code operations has been to harmonize prices of the different products. The respective outputs of bar, plate, strip and sheet mills formerly was designated by the type of mill. Now designation is by size. As an instance a strip mill may be producing material which, when sold, is designated as a bar, a plate or a sheet. Previously a certain size might be sold at one price as a bar and at a different price as a strip. All such overlapping is now eliminated.

The provisions of the code regarding self-government of the steel industry state that the board of directors of the Iron and Steel Institute shall afford complete access at all times to all records, statistical and other information to accredited representatives of the N.R.A.

Secret Ballot Provided

Settlement of a strike of 350 pocketbook makers of the Ingber Company at Philadelphia is announced. The company agreed to have an election by secret ballot of employees' representatives and to bargain collectively with the elected representatives. Any further questions were to go to arbitration.

Agreement is Voluntary Covenant

From an official bulletin from N.R.A. entitled "Regulations for Guidance of Local Compliance Boards" the following is taken:

"If an employer wilfully persists in non-compliance with the agreement after being fully informed of his obligations he is no longer entitled to the blue eagle and the federal government will take it away."

"Although the employer may be represented by counsel, if he so desires, there is no necessity for this. The employer may not be forced to answer questions. In fact, it should not be found necessary to ask any questions except as an aid to the employer in making his voluntary statement. No questions should be asked except those strictly necessary to determine whether or not the em-

ployer is complying. This hearing should not be taken advantage of as an opportunity to pry into a man's business. The board has no power to compel the attendance or examination of witnesses, or to compel a submission of books or other papers to the board. If the employer takes the position of 'standing on his constitutional rights' or 'refusing to answer questions because they might tend to incriminate him,' it should be explained to him by the legal member that the President's Re-employment Agreement is not a statute to be enforced by law, but a voluntary individual covenant."

"It should be assumed that if the employer is acting within the spirit of the agreement he will be ready and willing to come forward with a frank statement of his position in order to clear up any misunderstanding. However, it should be explained further, that a refusal to answer a question will be considered contrary to the spirit of the agreement if the answer to the question would determine whether or not the employer is complying. Such a refusal should be noted by the board in making its report to N.R.A."

"No exception from paragraphs 1, 8, 10 or 13 of the President's Agreement may be approved and no exception from or statement of an interpretation or understanding of Section 7 (a) or Section 10 (b) of the National Industrial Recovery Act may be approved."

Wage Problem Acute

Senator Wagner, chairman of the National Labor Board, in a radio address last week, asserted: "The wage problem is still acute. In most industries only minimum wages are fixed under the Recovery Act. There is grave doubt whether employees on higher levels are receiving proportionately great advances. Yet such advances are essential to the purposes of the act. To make minimum wages the maximum would be sure to lead to ruin. In addition, all wage scales must be readjusted constantly, for tragic consequences to all are inevitable if production and prices are permitted to rise faster than wages. Here lies the most important task for the immediate future."

Thirty Codes Signed

Thirty codes have now been approved by the President. Public hearings on sixty-seven have been completed and are now in course of final preparation for submission for his approval.

Codes already approved are for cotton textiles, ship building, wool, electrical fixtures, coats and suits, lace, corsets and brassieres, legitimate theaters, petroleum, lumber, steel, photo manufacturing, fishing tackle, rayon and synthetic yarn,

hosiery, men's clothing, automobiles, motion picture laboratories, wall paper, leather, C. I. soil pipe, salt, bituminous coal, transit, underwear manufacturing, textile bags, artificial flowers and feathers, linoleum and felt base, gasoline pumps and oil burners.

Placed on the Carpet

Representatives of the Sigmund Eisner Company of Red Bank, N. J., appearing before the National Labor Board took the position that there was no strike at their plant and signed a statement agreeing, among other things, to the following: "We will re-employ in preference to others all of our ex-workers, as soon as we find work is available, without prejudice or discrimination, except: (a) in the case of those charged with violence or intimidation, not to exceed fifteen in number, and the final settlement of whether they should be re-employed is to be referred to the National Labor Board in co-operation with the employer for determination, and except (b) temporary workers as of July 24, 1933, meaning thereby those who on that date had not been employed for more than one month as shown by the books of the company."

"ANTI-DUMPING" ORDER ISSUED

To protect American manufacturers and workers, the Treasury Department has issued anti-dumping orders against incandescent light bulbs and rubber-soled, fabric-topped footwear from Japan, celluloid-covered thumb tacks from Germany and saponified stearic acid from Holland.

A duty will be placed on them, to compel raising their sale price to a fair value.

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FRIDAY, SEPTEMBER 29, 1933

Belief vs. Practice

"We believe our employees should be free from all coercion," said Harvey J. Kelly, representative of the American Newspaper Publishers' Association, at the hearing on the newspaper code in Washington last week. Kelly represents the association in controversies with the printing trades unions. The Associated Press account of the hearing fails to state the reply given by the representatives of the five international printing trades unions to this very noble assertion. But the resounding guffaws from the union workers on the San Francisco and Oakland dailies gave the new Coit Memorial its first test of ability to withstand shocks, and the result of which is not yet determined.

Last winter the San Francisco and Oakland publishers had pending with the local typographical unions a proposed reduction in wages along with certain other changes in working conditions to the disadvantage of the unions. Under the procedure that for over a quarter of a century had been followed between the local union and the publishers, the former had a certain time in which to prepare and submit a counter-proposition. Failing to conciliate the two after their submission, either side could demand arbitration, acceptance of which, at least on the part of the union, has always been compulsory if offered under fair terms.

While this procedure was being followed by the union, it suddenly became known that non-union printers were being brought to San Francisco. This continued until some 300 had been imported, individuals among them being from as far east as Rhode Island. These scabs were housed in the world-famed Palace Hotel, on three floors, were paid a scale of \$50 per week, allowed \$2 daily in addition for expenses, and remained in idleness, under the direction of the notorious Flagg, manager of the so-called "open shop" division of this same American Newspaper Publishers' Association.

When what was deemed a sufficient number of scabs to take the places of the local workers had been imported, the chairman of the scale committee of the Typographical Union was called on the phone by the local representative of the publishers and told that a meeting was desired by the publishers for the following afternoon. On arrival at this meeting the union committee was confronted with the publishers of the San Francisco and Oakland dailies. At least two of the publishers had previously declined a specific request to personally meet the union's committee for a discussion of the differences, and had been represented therein by subordinates. At this meeting one of the publishers who had declined the re-

quest for the meeting was now acting as chairman, where before an employee of the local association had been the spokesman.

The union committee was then apprised of facts which, stated briefly, were that an entirely new scale had been drawn up by the publishers, that no discussion thereof would be permitted, that no further meetings would be granted and that a reply was demanded within seventy-two hours—perhaps the most cold-blooded demand ever submitted by representatives of an industry of standing in the community.

For two years previous to that time San Francisco Typographical Union had paid nearly \$100,000 cash to its unemployed, provided by assessments upon its working members and drafts upon its treasury. During the immediate preceding year it had, by referendum vote, compelled its members to lay off one day in each week to provide work for an unemployed member. This was at no expense whatever to the publishers; it was at the personal loss of a day's wages to the member himself. Even that action had been objected to by the San Francisco publishers, in an apparent attempt to gain control of the work provided by the union members themselves and to prevent the union from making an equal division thereof among its unemployed.

With the peremptory demands laid down by the publishers the union was faced with the alternative of acceptance or of yielding the places of its members in the newspaper composing rooms to the 300 scabs, in addition to the care of its other unemployed, and of being accused of being a party (however unwilling a one) to bringing on industrial strife in San Francisco, and perhaps of adding to the city's overburdened relief rolls, thanks to the 300 importations of scabs placing the local workers on the streets. With a figurative gun at its head and the immediate welfare of its members working on the newspapers—their wives, children, dependents, and homes—most reluctant yielding was made to the demands of the publishers.

Later, the same intimidating tactics of importing scabs were employed on the Seattle newspapers, and thence to Minneapolis. They were only halted when the executive council of the International Typographical Union, after a referendum vote, had placed an assessment upon the entire membership of the organization, gave public notice that the bringing of scabs into a city where negotiations were pending with the union would in future be considered sufficient reason for the union to immediately declare a strike, and further that the participation of any unit of a chain of newspapers in the violation of a contract with the union would cause the withdrawal of union members from every newspaper in the chain.

About that time also came the adoption of N.R.A., when the American Newspaper Publishers' Association sent out its now famous bulletin wherein it advised that its members refrain at that time from submitting codes. A blast of criticism from at least a few of its members and ribald jeers of the public caused a reversal of policy that finally saw a code presented at Washington which General Johnson handed back for revision, and which in its new and revised form has been described by a leading Washington correspondent as a "joke."

A publisher once told a union representative that "the editorial department does not govern the business policy of the paper," and it would therefore be interesting at least to examine Mr. Kelly's credentials and authority as to the extent of the territory he is covering among the newspapers of the country when giving voice to a "belief" of what "should be" their policy on coercion.

"So long as there is one man who seeks employment and can not obtain it, the hours of labor are too long."—Samuel Gompers.

"Service"—\$100,000, Please

The president of Armour & Co. of Chicago has been forced to make reply to charges made by stockholders in signed advertisements that for five years, three bankers drew \$100,000 a year each as trustees of Armour stock, and that their sole "service" to the Armour concern was to meet once a year and vote the stock they held. A further charge was that these three bankers and other insiders in the company engineered a stock market pool by which they cleared several million dollars through unloading Armour stock on the market at an inflated price.

Armour & Co., second if not first of purveyors of packing house products, has been trying to reorganize. A large group of security holders claim that the reorganization plan is a swindle.

In his reply the president of the company ignores the stock market charge altogether. But he admits that from 1923 to the present, Armour & Co. have paid \$1,300,000 to three bankers on its "finance committee," one of whom is A. H. Wiggin, chief labor baiter of the Chase National Bank of New York.

All of which is foundation for the observation in an editorial in "Labor" that "going or coming, stockholders and general public alike are looted by the insiders of big business; and the banker is usually the busiest chiseler of the lot."

Fifteen states have now ratified the national child labor amendment. Twenty-one more are required before it becomes a part of the Constitution. Doubtless if the little ones who are to benefit upon final adoption of the amendment would consent to a per capita tax or to otherwise provide revenue, some of the lawmakers might be induced to look with more kindly eyes upon their plight.

Senator Robert Wagner, chairman of the National Labor Board, has given out the results of an election recently held under the board's supervision in one of the children's clothes manufacturing plants in a Pennsylvania mill town, the contest being basically over who should represent the workers in negotiations with employers. The "slate" carrying the names of the officers of the union received 351 votes as against 84 on the opposition ticket. That is about the proportion which labor, when free and independent in fact, will always register when given an opportunity to declare for "representatives of its own choosing."

The Viscose Extrusion Industry (Cellophane, to the layman) has filed its code in Washington. The code is unique in that it actually represents 100 per cent of the industry, and in the further fact that it is devoted entirely to the subject of hours and wages of employees in the industry, and makes no reference to the subject of competition or trade practices. The Dupont Company represents 80 per cent of the industry. Yet under these circumstances the proponents of the code proceed to fix for their employees a basic work week of forty hours, "with flexible provisions to meet the exigencies of the peculiar business," and a minimum weekly wage of \$13.

An interesting news item is to the effect that the "lawyers' union," otherwise the State Bar, is confronted with a problem that has been a serious one with trade unions for the last few years. It appears that some six hundred attorneys are delinquent in their dues and the question is how to deal with the subject. The delinquents are subject to suspension or expulsion, and as they are required by law to belong to the State Bar, there seems to be no "out" for them but to pay up. What powerful organizations the trade unions would be were the followers of the various crafts and callings compelled by law to affiliate with their respective craft unions!

RAINBOW IN THE SKY

By FRED J. DeMILLE

The economists were guilty of a terrible faux pas in failing to warn big money of the economic dynamite likely to be met in staging a depression in these latter days. An economist of the type in mind is the man hired by big money to warn capitalism of anything tending to shake the rich from their riches.

The depression originally was conceived by its ill-advised big-business promoters as a means to apply a temporary brake on the flow of wealth—wealth that before the crash had grown to embarrassing hugeness in the hands of the nation's favored few.

The favored few—the Mellons et al.—faced with ungodly piles of real and fictitious wealth and a paucity of possibilities for its investment, decided the only thing that could be done under such circumstances was to close up shop for a spell.

Had the decision—the most momentous in the nation's economic history—been, instead, to keep shop open at all costs, it would have operated to stave off for years basic industrial changes now pending.

Keeping shop open would have accomplished precisely what big business sought to achieve by closing up shop. Motivated solely by its historic aim of profits only, big business lacked a prophetic foresight—foresight that would have suggested a period of lessened profits for itself rather than the possible wrecking of "rugged individualism" which gave birth to big business.

Selfish capitalist wisdom would have kept the nation's shop open, but, wisdom lacking, selfishness closed the shop. And so was born the depression of Mr. Hoover's regime—a regime whose "rugged individualism" brought this country near the brink of an economic precipice—a regime whose futility dealt a staggering blow to a major political party—a regime which could offer nothing to a nation's bewildered people than, as the acme of asininity, the promise that "prosperity was just around the corner."

And yet, curiously enough, prosperity was and is just around the corner. But the corner was and is in precisely the opposite direction from the course Mr. Hoover was following. The futility of his leadership, however, set the stage for the "new deal," so, negatively, that era of futility was of vast economic and social importance to the American public.

The "new deal" is a plan for opening the nation's shop—the shop that was closed when its operation got beyond the economic ken of its private owners.

The nation's shop is opening now under a new set of working rules—rules that overturn school book theories of good business practice—rules that have the shop's private owners confused, bewildered and apprehensive. These new rules, however, are not nearly so revolutionary from the private shop-owners' viewpoint as the rules that would have come if "rugged individualism" had not had some of its ruggedness softened down by the trend of events.

These new shop rules—it is not too much to say they represent a distinct loosening of labor's economic shackles, a loosening that never will be tightened again. The "new deal" has taken a step that can not be retraced with safety. The great hitherto inarticulate army of toil through the "new deal" has seen a vision of the day when man won't live by the sweat of his brow or the sweat of another man's brow—a day when there won't be any sweat.

The "new deal"—the new shop rules—has started something that ultimately the workers of the country will finish. These codes fixing minimum wages and maximum hours have established a new principle—a new thing in economic prac-

tice—a revolutionary thing. These first codes are merely the beginning. The important factor is the codes inaugurate a newly recognized principle—the principle that the workers employed by industry constitute industry's sole market, and that therefore a great upward revision of wages (buying power) must take place if the industry of the nation is to continue in private ownership.

That principle brought to the understanding of the people by the "new deal," which new deal was born of the depression, ultimately will mean economic emancipation for the workers. It is doubtful—very doubtful—if the last Congress understood the full significance of what it did when it passed the Recovery Act. But even if Congress unwittingly enacted into law a new Magna Charta for the common man that does not lessen the potency of the legislation. That legislation gave the workers an edge they will never relinquish, but, instead, through revision of the codes the workers will widen that edge more and more until an entire new code of social ethics will be evolved—a code under which a man who lives on unearned income will be regarded by the public in an entirely different light than at present.

The "new deal"—no kind of deal, political or plutocratic, shall ever take it away from the rank and file of Uncle Sam's children.

BOYCOTT LAW SUSPENDED

The recent special session of its legislature suspended for two years Colorado's anti-picketing and boycott laws. The bill also repealed for the same period the anti-blacklisting and anti-trust laws of the state. These laws were originally enacted in an attempt to hamstring the effective application of the union policy of refusing to patronize unfair concerns.

UNIONIZATION OF TIRE COMPANY

The most recent acquisition to the union fold in Akron, Ohio, is the India Tire and Rubber Co., according to the A. F. of L. News Service. After a number of conferences between the officials of the company and those of the Central Labor Union the management of the plant agreed on unionization and told their employees they were perfectly free to join the Rubber Workers' Union, which most of them did.

Organized labor representatives say that this is not the first step which the company has made to better the conditions of their employees. A year ago a wage increase of 20 per cent was made to offset a previous cut and for over twelve months the company has been operating on a six-hour day, with the men averaging thirty-six hours a week.

U. S. EMPLOYMENT STATISTICS

Data collected by the United States Department of Labor indicate an increase of 6.4 per cent in factory employment in August as compared with July. Manufacturing payrolls increased 11.6 per cent over the month interval.

A comparison of the August, 1933, employment index with August, 1932, shows an increase of 27.9 per cent in factory employment over the twelve-month period, while the August, 1933, payroll index compared with August, 1932, shows a gain of 43 per cent over the year interval.

The number of industries reporting increased employment in August exceeded that of previous months, 81 of the 89 industries surveyed showing increased employment over the month interval. Increased payrolls in August, as compared with July, were shown in 83 of the 89 industries.

These changes in employment and payrolls in August, 1933, are based on reports supplied by 18,008 establishments in 89 manufacturing industries of the United States. The reports received from these establishments are said to cover approximately 50 per cent of the total number of wage earners in all manufacturing industries of the country.

GENERAL LABOR NEWS

Enforced vacations for postal employees ceased this week, according to Washington advices. In addition to a cut of 15 per cent in salary these payless furloughs cost workers in the San Francisco postoffice over \$65,000.

During the month of August 3,897,103 gallons of beer were taxed in California, yielding a revenue of \$77,942, compared with \$70,877 in July. An increasing favor for the product brewed in this state is shown in a 3 per cent advance over the previous month.

Political dopesters announce that Upton Sinclair, the well known author and Socialist of Pasadena, is to enter the Democratic primaries next year as a candidate for governor. He proposes that the commonwealth expropriate all of an estate in excess of \$50,000, and impose a tax of 50 per cent on incomes of more than \$50,000 a year.

Planning to collect a billion dollars of back taxes, the proposal of the new commissioner of internal revenue is understood to have received the approval of President Roosevelt. Most of the money is owned by big corporations and wealthy individuals who have been permitted to "stall" their taxes, while others were forced to pay up or suffer the consequences.

The "company union" idea received another terrific setback when the chief operating officer of the Missouri Pacific Railroad gave assurance that employees will not be discharged for joining a union. Similar action has been taken by officials of the Rock Island and Western Pacific roads, and the president of the Southern Pacific has stated he has given instructions that notices be posted in the company shops at Portland, Ore., informing employees that all workers are free to join the organizations of their own choice.

Replying to a recent charge that men were being imported to work on the Bay bridge, the State Department of Industrial Relations states a tally shows that of 1002 men employed, 465 were residents of Alameda County, 398 of the City and County of San Francisco, 12 of San Mateo County, 16 of Contra Costa County, and 25 of Marin County. The total number of non-resident employees was stated to be 86, who were designated as specially qualified technical men, but all employed on the bridge are citizens of the United States.

The longer the industrial depression continues the tendency remains to cut wages, increase working hours, and employ workers under the most barbarous conditions, says a message issued by the Board of Missions of the Presbyterian Church. "Both labor and capital are much too largely unemployed or underemployed," the message adds. "Wage earners and employers are driven to their wits' end in a supreme effort to stay alive. We face the necessity of some modification of our present system in favor of a fairer division of the products of capital and labor and a greater security for both in the operation of industry."

In the agreement which has been reached between the Labor Advisory Board and the Federal Emergency Administration of Public Works, one of the sections reads: "Highly skilled or organized labor shall not be required to register for work at local employment agencies, but shall be secured in the customary ways through recognized trade union locals. In the event such highly skilled or organized labor is not secured by such locals within forty-eight hours after request is filed with them, then such workers shall be obtained through local employment agencies designated by the United States Employment Service."

Vandeleur Addresses Utilities Convention

An incident of considerable moment in connection with the convention of the State Federation of Labor at Monterey last week was an address delivered by Edward D. Vandeleur before the meeting of the California Municipal Utilities Association, in session at Santa Cruz at the same time.

Daniel C. Murphy, delegate of the Web Pressmen to the Federation convention, had been scheduled to address the Utilities Association as a representative of the State Federation of Labor, but because of his many duties in connection with the convention he was unable to do so, and Mr. Vandeleur was substituted.

In his customary vigorous manner the president of the San Francisco Labor Council expounded his well-known views on public ownership of public utilities, and in plain language related some of the questionable activities of the privately owned utilities, to the consternation of his hearers, who had not anticipated other than the usual meaningless platitudes expected of invited speakers. Union men in attendance state that Vandeleur got many things off his chest that caused his hearers to squirm. It was noticeable that although the "lawyers' union," also in session at Del Monte, sent cordial greetings to the State Federation of Labor, the Utilities Association failed to do so.

Director of Muscle Shoals Projects Announces Rates to Consumers

Current from Muscle Shoals, Uncle Sam's great power development in Tennessee, will cost the domestic consumer in that region 3 cents a kilowatt hour, or less. That is the rate for the first 50 kilowatt hours used in a month. Then the rate drops to 2 cents, and later to 1 cent. The average domestic rate in this country is said to be around 6 cents.

Power will be sold wholesale to municipalities at 7 mills—seven-tenths of a cent—per kilowatt hour. The director of the project computes that this will pay expenses, pay the required percentage to Tennessee and Alabama, amortize the plant in a reasonable time, and provide a further reserve. He states that these extra payments equal the tax payments by private utilities, so that Muscle Shoals will serve as the "yardstick" which it was designed to be, and show what current ought to cost.

The Alabama Power Company, for some years past, has been buying current from the government at Muscle Shoals for 2 mills per kilowatt hour, and selling it within sight of the dam for 8 cents.

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N.R.A. LABOR ADVISORS

The appointment of the following labor advisors has been made by the National Recovery Administration:

Cleaning and dyeing, and handkerchief industries—Miss Rose Schneiderman.

Banking industry—J. Berrall, and Miss Rose Schneiderman.

Hotel industry—Miss Elizabeth Christman, secretary of the National Woman's Trades Union League; Miss Rose Schneiderman, and Mr. Edward Flore of the Hotel and Restaurant Employees.

Watch case and precious jewelry industry—The Rev. Francis J. Haas, and Samuel E. Beardsley, president International Jewelry Workers' Union.

Paper distributing and viscose extrusion industries—George L. Berry, president of the Pressmen's Union.

Terra cotta, floor and wall clay tile industry—Frank Kaster, president United Brick and Clay Workers.

Paint, varnish and lacquer, and aluminum industries—Dr. Edwin C. Eckel, former special expert of the U. S. Geological Survey.

Culinary and Other Organized Crafts Assail Hotelmen's Code

Following the closing of public hearings on the hotel code in Washington, this week, the deputy administrator, according to press dispatches, remarked that there apparently had been a misunderstanding of the minimum wage provision in drafting the code and that the Administration "would be compelled to considerably revise" the document.

The code had been presented by the American Hotel Association, but encountered the combined opposition of the organized culinary workers, musicians and others employed in the industry.

Roosevelt to Speak At Dedication of Memorial to Gompers

President Roosevelt has accepted an invitation to make the chief address at the dedication of the Samuel Gompers Memorial in Washington on the morning of Saturday, October 7. The President's speech will be broadcast over a nationwide hook-up.

The memorial is the work of Robert Aitken, well known sculptor. It depicts Mr. Gompers, who for forty years was president of the American Federation of Labor, seated before the altar of justice at which he so persistently and vigorously pleaded for the rights of the wage earner during a long lifetime. To the right as the spectator looks at the memorial, stands the figure of Liberty and behind her that of Justice.

Across the altar of justice two figures symbolic of labor are clasping hands with Justice. A mother holding her child to her breast symbolizes the protection of the home. A child at the right with bowed head illustrates the appeal for the protection of children from industrial exploitation—an appeal in which Mr. Gompers led the hosts of labor.

The annual convention of the A. F. of L. will be in session in Washington at the time of the memorial dedication and 50,000 spectators are expected to witness its unveiling.

Acquire the habit of calling for the union label.

Initiative Petition Threatens Sales Tax

There is very favorable probability that voters of California will be given opportunity to pass on the sales tax in the near future.

The attorney general's office has prepared title to an initiative petition providing for repeal of the levy and if the required number of signatures are secured thereto the measure will go on the ballot. It is believed that the governor will call a special election on the referendum petition against the state water project, and if that is done the sales tax repeal measure, if qualified by the requisite number of signatures six weeks prior thereto, will also be submitted.

Deputy Attorney General Harrison states that the people would vote for or against a law repealing the tax, and that if repealed the legislature will not have the right to nullify the wishes of the voters. The attorney general's office was understood to have previously ruled that the sales tax could not be made inoperative by the referendum.

It is at least a source of extreme satisfaction to organized labor to know that the warning which it sounded and the vigorous opposition it presented prior to the passage of this obnoxious form of taxation have been thus early vindicated in the reaction of the public now about to manifest itself in action.

Amusement Crafts of California Assemble in Annual Convention

The State Amusement Federation convened in Monterey on September 17 and held several sessions. Among the matters considered were those affecting the studio situation of Los Angeles. Plans were outlined for future work for the benefit of the Federation throughout the state. All unions were represented. The following officers were elected:

President, H. B. Williams, Stage Employees, San Francisco; vice-president, J. W. Gillette, Musicians, Los Angeles; secretary-treasurer, A. L. Noriega, Projectionists, San Francisco; executive board, Walter Federolf, Projectionists, Sacramento; A. Meyers, Projectionists, Marysville; E. F. Nelson, stage employees, San Diego; E. H. Dowell, Projectionists, San Diego; William Snow, Stage Employees, Fresno.

E. H. Dowell of San Diego, who will attend the American Federation of Labor Convention at Washington, D. C., will also represent the State Amusement Federation.

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Interpretations of President's Re-employment Agreement

The President's Re-employment Agreement was written in language intended to be flexible to meet many varieties of conditions. As a result, interpretations will be required from time to time as uncertainties in the application of the agreement develop.

(Concluded from last week)

Interpretation No. 7 (concerning paragraph 4)—Time and a Third for Hours Worked in Excess of the Maximum by Employees on Emergency Maintenance and Repair Work

Hours worked in excess of the maximum by employees on emergency maintenance or repair work shall be paid at the rate of time and one-third.

Seasonal Reduction of Hours of Operation

Interpretation No. 8 (concerning paragraph 2)—

The hours of any store or service operation may be reduced below the minimum specified in paragraph 2, if the reduction is in accordance with a practice of seasonal reduction of hours and does not result in reduction of the weekly pay of employees.

Interpretation No. 9 (concerning the minimum wage for apprentices)—The minimum wage provisions of the agreement do not apply to apprentices if under contract with the employer on August 1, 1933, but no one shall be considered an apprentice within the meaning of this interpretation who has previously completed an apprenticeship in the industry.

Interpretation No. 10 (concerning the minimum wage for part time workers)—The minimum wage for a part time worker in an employment described in paragraph 2 of the agreement is a wage such that if the employee worked at that wage for a full week of forty hours he would receive the minimum weekly wage prescribed for him by the agreement. The minimum wage for a part time worker in an employment described in paragraph 3 of the agreement is the minimum wage per hour prescribed by paragraph 6 of the agreement.

No Maximum Hours on Stores

Interpretation No. 11 (concerning maximum hours of store operation)—The agreement imposes no limitation on the maximum hours of operation of a store or service.

Interpretation No. 12 (concerning employments included in paragraph 2)—The following are among the employments included in paragraph 2: Barbers, beauty parlor operators, dish washers, drivers, delivery men, elevator operators, janitors, watchmen, porters, restaurant workers, filling station operators.

Interpretation No. 13 (concerning paragraph 5)—"Immediate trade area" is the area in which there is direct retail competition. In case of question, the decision shall be made by the local Chamber of Commerce or similar organization subject to review by the State Recovery Board.

Interpretation No. 14 (concerning owners of stores without employees)—Owners operating their own establishments without any employees may obtain the insignia of N.R.A. by signing the agreement and a certificate of compliance.

Interpretation No. 15 (concerning paragraph 4)—The maximum hours fixed in paragraphs 2 and 3 of the agreement do not apply to an employee receiving more than \$35 per week and who is

acting primarily although not wholly in a managerial or executive capacity.

Interpretation No. 16 (concerning non-profit organizations)—Non-profit organizations are considered as employers for the purpose of the agreement.

Interpretation No. 17 (concerning signing of agreements)—An employer engaged in several different businesses or employing labor of several different classes should sign but one agreement.

Interpretation No. 18 (see also No. 12—concerning employments included in paragraph 2)—The following are among the employments included in paragraph 2: Maintenance forces (including charwomen, window cleaners, etc.).

Newspaper Writers Are "Professionals"

Interpretation No. 19 (concerning professional persons)—The following are included among professional persons within the meaning of paragraph 4)—Newspaper reporters, editorial writers, rewrite men and other members of editorial staffs; internes, nurses, hospital technicians, research technicians.

Interpretation No. 20 (concerning paragraph 7, supplementing Interpretation No. 1)—Paragraph 7 prevents the reduction of compensation in excess of the minimum, whether it is paid by the hour, day, week or month.

Therefore, an employee previously paid by the day, week or month will receive as much for the shorter day, week or month.

An employee previously paid by the hour will receive as much per hour, but as shortening his hours will reduce his actual earnings per day or week his compensation per hour is to be increased by an equitable readjustment.

There is no fixed rule which can be applied to determine what is an equitable readjustment. In general, it will be equitable to figure what the employee would have earned at his previous rate per hour in a normal week in the industry, and then to increase the hourly rate so as to give him substantially the same compensation as he would have gotten for that normal week. But consideration must be given to other factors, including: Is the existing rate high or low compared with the average rate paid in the industry? Will the resulting adjustment result in an unfair competitive advantage to other employers or other trades or industries? Will a long-standing wage differential be lost if there is no increase in the existing rate?

Contract With Labor Organization

(4) Where an employer is bound by the terms of a contract with a labor organization entered into as the result of bona fide collective bargaining and he is unable to effect a change in such contract by agreement in order to comply with the terms of the President's Re-employment Agreement, he may certify his compliance with the President's Agreement with the following exception: "Except as required to comply with the terms of agreement in effect between the undersigned and (name of labor organization)."

It should be understood that this exception can be made only in the case of a contract not sub-

ject to change at the discretion of the employer and then only after a certified copy of the contract has been filed with the National Recovery Administration and its approval has been given to the exception stated.

Interpretation No. 21 (supplementing Interpretation No. 20)—The following paragraph is added at the end of Interpretation No. 20:

"When application is made for approval of such an exception, the application will be handled by the National Recovery Administration in the same manner as applications for relief in cases of individual hardship filed under paragraph 14 of the President's Re-employment Agreement, provided, however, that the approval of a trade association or other representative organization will not be required."

With this addition, the last three paragraphs of Interpretation No. 20 are as follows:

"Where as employer is bound by the terms of a contract with a labor organization entered into as the result of bona fide collective bargaining and he is unable to effect a change in such contract by agreement in order to comply with the terms of the President's Agreement with the following exception: "Except as required to comply with the terms of agreement in effect between the undersigned and (name of labor organization)."

Where Exception Can Be Made

"It should be understood that his exception can be made only in the case of a contract not subject to change at the discretion of the employer and then only after a certified copy of the contract has been filed with the National Recovery Administration and its approval has been given to the exception stated.

"When application is made for approval of such an exception, the application will be handled by the National Recovery Administration in the same manner as applications for relief in cases of individual hardship filed under paragraph 14 of the President's Re-employment Agreement, provided, however, that the approval of a trade association or other representative organization will not be required."

FURUSETH HOME FROM HOSPITAL

It was gratifying news last week—to the organized labor movement of the world and to all those who think in terms of human lives—that Andrew Furuseth, president of the International Seamen's Union, was able to leave the hospital to which he had been confined for several weeks. Though very weak, from having been "off watch" in the physical sense, yet the near approach of the convention of the American Federation of Labor is thought to have been responsible for an early return to his duties, which his companions hope he will not allow to tax his strength pending more complete recovery.

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RUN O' THE HOOK

(This department is conducted by the president of San Francisco Typographical Union No. 21)

The funeral of Alfred E. Keller, who died September 21 while en route to a hospital, was held last Monday at 2 p. m. from the funeral parlors of the James H. Reilly Company. His funeral was conducted by Typographical Union No. 21, with which he became affiliated only recently by traveling card from Minneapolis. Mr. Keller was a native of Switzerland. He was 60 years old when he passed away. He was widely known throughout the jurisdiction of the International Typographical Union, being one of the rapidly thinning ranks of printers of the old school who so successfully spread the doctrine of trade unionism while touring the country. "Al" Keller was a job printer of skill. He had a knack of making an ordinary "job" look like one of art. He was a gentle fellow, and modest, too, never showing the slightest degree of pride when complimentary criticism was made of his mechanical ability. Notwithstanding he was a victim of cardiac carcinoma, he bore his suffering with amazing fortitude and little complaint. Announcement of "Al" Keller's death here and in the "Typographical Journal" will be read with regret by scores of printers throughout the I. T. U. jurisdiction. Immediate survivors of Mr. Keller are a sister, Mrs. Albert Kiesling of Minneapolis, and a daughter, Lucy C. Keller, of St. Paul. Interment of his remains was in Woodlawn Memorial Park, these of his fellow typographers serving as pallbearers: O. W. Anderson, C. E. Boot, T. F. Dignan, H. J. Ferber, J. W. McIntyre and W. A. Young.

Harvey E. Garman, editor of the Los Angeles "Citizen," owned and published by the labor movement of Los Angeles, was in attendance at the annual convention of the California State Federation of Labor at Monterey last week. Following adjournment of the convention Mr. Garman came to San Francisco to attend the funeral of Gus Becker, who was a delegate to the convention and who died suddenly before its close. Because of press of business in Los Angeles Mr. Garman's time in San Francisco was limited, which was regretted by the many friends he has here, only a few of whom he was given time to meet. Harvey displayed much of his old time enthusiasm over the progress organized labor had made in the southern California metropolis the last three months, due principally to N.R.A. and P.R.A., and which, he said, appeared to be of a permanent character. Garman had a birthday while in San Francisco. He wouldn't say how many this last one would make the total number, but we've got some blamed good guessers in this community, and some of them came so close to an accurate estimate of his age they made him a bit uncomfortable while the guessing contest was on. It's too bad southern California climate does not agree with everybody as much as it does with Harvey Garman.

Mr. Paul J. Sidall, member of the "Herald" chapel, New York, visited union headquarters and the "Chronicle" composing room while in San Francisco to take care of the remains of his brother, who died en route from the Orient to this city. He also renewed the acquaintance of R. W. Waterson, formerly of the New York "World" chapel, of which Mr. Sidall was a member for thirty-five years.

William K. Ellison has joined the staff of the

Miller Typographic Service. He will be its manager. Mr. Ellison recently returned to San Francisco from Los Angeles. He withdrew his traveling card from San Francisco Union in 1927 and proceeded to the latter city. Few men are better known in coast printing circles than Mr. Ellison. And it may be added that few men know the printing industry better than does Mr. Ellison. At various stages of his still young career he has been engaged in almost every one of its departments as journeyman printer, salesman of printing and printing equipment, installer of machinery, etc. You may meet him on his rounds soon; but if you don't, he'll meet you—be sure of that. And when that happens you'll see the expansive smile for which he is noted, hear the breezy chatter for which he is renowned, and probably leave him possessed of an optimism you didn't have prior to contacting him. All his friends in and out of print-erdom are wishing him the greatest success in his latest business venture.

Secretary Randolph of the I. T. U. has issued the following statement on the referendum vote on the two propositions concerning the old age pension, held on September 6: Proposition No. 1—For, 10,272; against, 23,450. Proposition No. 2—For, 17,595; against, 19,508. The foregoing figures, he says, are subject to minor corrections on final check. He adds that "neither of the two propositions having received a majority, the old age pension law as printed in the 1933 Book of Laws remains in effect."

Appearing before Deputy Administrator Lindsay Rogers of the N.R.A. board, to whom had been assigned the hearing on the daily newspaper code, President Charles P. Howard of the International Typographical Union submitted a number of amendments to the code proposed by the American Newspaper Publishers' Association, outstanding among them being "That no person under 16 years of age be employed, even to deliver newspapers; that mechanical workers be put on a thirty-hour week, with time and one-half for overtime and no shift to be longer than seven and one-half hours; that the minimum hours apply also to reporters, regardless of whether they make \$35 a week or more; that the free press provision be deleted; that the provision giving the employer the right to bargain individually with an employee, without interference by an outside third party, be eliminated; that the code be administered by a joint conference board comprising four employer and four employee representatives, as well as one other individual, all to be named by the President." President Howard pointed out the forty-hour minimum and forty-four-hour maximum work-week proposed by the publishers' association would afford little or no relief to the unemployment situation. In support of this statement, President Howard said a survey of the Typographical Union showed an increase of only sixty-two regular employees out of a total of 14,188 in the newspaper composing rooms of the country since the adoption by the union of the five-day, forty-hour (or less) workweek many months ago. Howard imparted some information to the deputy administrator when he declared the leading metropolitan newspapers, which display the N.R.A. emblem on the front page, have at no time reduced mechanical forces from forty-eight hours, as worked previous to signing the agreement. Vice-President C. M. Baker of the I. T. U. denied the claim of Elisha Hanson, attorney for the A. N. P. A., that unemployment existed in big cities only. He said many newspapers had objected to the A. N. P. A. request that no code be signed until it had time to survey the situation. Baker testified the code finally adopted "obviously was written with the feeling that, because of tremendous influence, the press should be granted special privileges not granted to others."

Harold Mitchell of the James H. Barry chapel spent the past week on the Klamath River fishing

for salmon and steelhead. He reports fishing there good, bad and otherwise, according to the weather.

A ruling of the California Board of Equalization exempts newspaper subscriptions and circulation, including street sales, and press association wire service from the retail sales tax of 2½ per cent. The board predicated its ruling upon the theory that news is a "service" rather than a commodity. Job printing, however, will be subject to the tax, regardless of whether it is produced in a newspaper plant or a bona fide commercial shop.

Shopping News Brevities

John Langry has severed his connection with the "Shopping News" and is now working on the Berkeley "Gazette." John was a member of the "Bulletin" chapel at the time of its merger with the "Call-Post," leaving the "Bulletin" to go on the "Wall Street Journal." Leaving the "Journal" in March, 1932, he went to the "Shopping News" and has been there continuously since that time. Recently Langry slipped on a polished floor and fractured a rib, which necessitated his going on the sick list for three weeks.

Ira Stuck of the union's apprentice committee has moved his family back to San Francisco after a three months' sojourn at his cozy summer home, "Rancho Stucko," in the San Mateo hills, three miles west of Redwood City.

"News" Chapel Notes—By L. L. Heagney

Late last week Bill Leslie returned to town after an auto trip through the South. Some time was passed at Hot Springs, Ark. That these springs still are a health resort, he says, is attested by the plenitude of physicians, whose numbers amazed him.

Situations lost some months ago have been restored to A. B. Crackbon, C. T. Holm and C. W. Abbott. So with Johnny Branch again holding a day job subs are finding the "pickin's" more meaty.

A card from Lou Schmidt, postmarked Boston, indicated he deviated slightly from his announced itinerary, which was Chicago, New York, Washington and back via Florida and the Gulf coast.

W. M. Muir went away on a vacation without taking anyone into his confidence regarding his destination. He did say, however, that four or five weeks would be necessary to get there and back.

Both admit they couldn't duplicate the feat, picking eight winners out of eight races at the dog track, so Messrs. Vaughn and Bossler are staying away for fear they might lose their rep for picking 'em.

With strict injunction to tell no one, Barney O'Neill whispered the joke all over the shop. As Eddie Porter's helper in repairing the plumbing, two pipes were hooked up, very workmanlike too, but when the cook tried to light the gas stove water spurted out in torrents. Nor did the gas burn so good in the kitchen sink.

Down the highway Shorty Davison bought a dozen hens. Before turning them into his backyard he let them understand they wouldn't be held to a strict N.R.A. forty-hour week. One egg apiece per diem, he told them, would keep the butcher away.

The new elevator man gets a "kick" out of stopping at the third floor to let printers off and announcing: "Recreation ground."

"What force," asked Jerry Allen, eyeing Maurice Clement, "animates the automaton? Is he wound with a key or run by electricity?" "Neither," replied Jerry Wright, "he's guided by remote control."

Regarding the rise in living costs, a case in point is cited by Phil Scott. Last year he paid 20 cents a pound for a Thanksgiving turkey. Last week he paid 35 cents a pound for a Sunday dinner bird.

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Official Undertaker of S. F. Typographical Union 21

Auto Workers Go on Strike in Two Cities

Demanding a longer work week and a higher minimum pay, several thousand employees of the plant of the Ford Motor Company in Chester, Pennsylvania, went on strike last Tuesday.

News dispatches state that the movement was secretly started, and the order to walk out came suddenly when the word was given in all departments. Officials of the plant are reported to have at first denied there was a walkout, but later admitted that a large part of the force had quit.

Not Receiving Living Wage

The strikers ask for a five-day week with minimum weekly wages of \$25. Recently the plant was placed on a four-day week of eight hours a day with minimum pay at 50 cents an hour. The men are dissatisfied with the \$16 a week minimum and contend it is not a living wage.

When a federal mediator was sent to Chester to attempt conciliation of the strike he was told upon his arrival there was nothing to mediate because the plant had been closed. Officials were closely watching any developments from the closing of the plant.

Detroit Die Makers Out

Announcement was made from Detroit that 8000 tool and die makers, most of them employed in automobile plants, had answered a strike call. It was also stated that this action would probably involve 25,000 automotive employees, who would be left without work. The announcement was made by a committee of the "Mechanics' Educational Society," who claimed the strike has a dual purpose. It was, first of all, a "sympathy strike" in support of striking members of the society in Flint, Mich., auto plants. Also, they said, it was a demand for recognition of the society.

UNION LABOR PARTY CONVENTION

Following committee meetings in the last two weeks to care for routine matters, the first formal meeting of the Union Labor party will be held tomorrow evening in the auditorium of the Labor Temple. At this meeting a platform will be adopted and committees named to question candidates for the various offices to be filled in the municipal election in November. On Saturday evening, October 7, the convention will again convene to hear reports from its committees and to name a ticket to be offered the voters.

DEATHS IN UNION RANKS

To the roll of those who have passed to the Great Beyond from the membership of organized labor during the past week are added the names of Gus Becker of the Bakery and Confectionery Workers' Union and William Barrett of Painters' Union No. 19.

No man can be gallant enough to the mother of a pretty girl.

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MAILER NOTES

By LEROY C. SMITH

After having failed to obtain complete jurisdiction over the members of all Mailers' Unions through expensive court litigation, the M. T. D. U. officers seek to have the members of that organization vote in favor of relinquishing their membership in the I. T. U. and organize a mailers' international union. If the history of the M. T. D. U. has shown anything at all, it has shown beyond all doubt that the mailer welfare would be best served by dissolving the M. T. D. U. and retaining membership in but one international, the I. T. U. Numerically too small, a further fact is that the average earnings are far too small to warrant any such wildcat scheme as a mailers' international union. In reporting the outstanding obligations of the M. T. D. U., the secretary-treasurer makes no mention of the approximate costs the court assessed against the M. T. D. U. in the cases of the ancillary bill litigation against the I. T. U. Probably an oversight on his part. The proceedings of the Chicago convention show no record of any delegate having questioned the secretary-treasurer on the subject.

The assets of the I. T. U. are in excess of \$5,000,000; the assets of the M. T. D. U. are \$3069.82. Not counting the costs of the ancillary bill in two courts, the outstanding obligations of the M. T. D. U. amount to \$5325. Considering the costs to M. T. D. U. locals of sending fourteen "yes-yes" votes to the Chicago convention, so the proceedings show, and the cost attached to holding the Chicago convention yet to be drawn from the none too "flush," or healthy, M. T. D. U. treasury, obviously the attempt to float a mailers' international with any prospect of the venture proving any financial success would require greater financial ability than any yet displayed by M. T. D. U. officers in the handling of the \$100,000 defense and other funds of the M. T. D. U. The history of the M. T. D. U. is strewn with financial wreckage. Considering the manner in which M. T. D. U. officers have "disbursed" the funds of that organization, with nothing to show of any benefit to the working mailers, it should not be difficult for the latter to figure out the probable "up-keep," or overhead, that would be attached to a mailers' international headquarters.

Foreman Al Barbrack and crew of the "Shopping News" were extended felicitations by the management of that concern for the efficient manner in which the mailer boys handled a 310,000 sixteen-page edition for a local business firm, some 45,000 of which were "single-wrapped" by hand. This edition furnished an extra day for a number of No. 18's subs.

Acquire the habit of calling for the union label.

George Creel Resigns As Regional Director

George Creel, regional director of N.R.A. in the district of which San Francisco is the headquarters, last week telegraphed his resignation to President Roosevelt.

The action came as a distinct surprise to his friends throughout the entire territory over which he had been acting as the guiding hand in promoting the recovery program. He was immediately besieged by numbers of business men with requests for reconsideration of his action and protests against acceptance of the resignation began to go into Washington.

Failure to secure the consent of the national authorities for the handling of local problems locally, free from the usual government red tape and with the dispatch necessary to a successful conduct of his office are understood to have caused Mr. Creel to decide upon the course he has taken. The setting up of the "local compliance boards" made a decided change in the workings of the Recovery Act and in the powers and duties which Creel heretofore had vested in his office.

Without Power to Act

Disclaiming any desire that the acceptance of his resignation should interfere with the future workings of the office or that the matter should be considered from a personal viewpoint, he stated to reporters:

"This is not a personal matter at all. It is purely and simply one of policy. When the authority to settle labor disputes shifts to Washington the first of next month, it leaves me without power to act.

"Although we have averted seventeen major strikes already, headquarters apparently thinks it best to handle matters from that end. I have nothing to say for publication regarding the wisdom of this policy."

Mr. Creel was well spoken of and complimented by many of those in the labor movement who had come in contact with his department.

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S. F. LABOR COUNCIL

Labor Council meets every Friday at 8 p. m. at Labor Temple, Sixteenth and Capp streets. Secretary's office and headquarters, Room 205, Labor Temple. The Executive and Arbitration Committees meet every Monday at 7:30 p. m. Label Section meets first and third Wednesdays at 8 p. m. Headquarters phone, Market 0056.

Minutes of Meeting Held Friday Evening, September 22, 1933

Called to order at 8:15 p. m. by President E. D. Vandeleur.

Roll Call of Officers—All present.

Minutes of previous meeting approved as printed in Labor Clarion.

Credentials—Local 38-79, International Longshoremen's Association, for Lee J. Holman, Charles Cutright, Albin Kullberg, Charles Connors, Joe Johnson, Harvey Hockensmith, Harry Bridges. Delegates seated.

Communications—Filed—From San Diego Federated Trades and Labor Council, stating the Aztec Brewing Company is now fair to all crafts, but Balboa Brewery (formerly Ritz) remains unfair. From Retail Shoe and Textile Salesmen, Local 410, warning against union people recognizing or trading in stores doing business under title Mission Street Men's and Women's Wear Association, unless they employ clerks able to show the Clerks' union button. From Secretary Frank Morrison, A. F. of L., acknowledging receipt of delegate's credentials.

Referred to Executive Committee—From "Labor," national weekly, advertising another special issue for organizing campaign. From Chief Administrative Officer Alfred J. Cleary, offering an appropriation of \$5000 from the publicity and advertising fund, to help defray expenses of the 1934 convention of A. F. of L., if brought to San Francisco. In that connection, motion was made and carried by large standing vote that delegate to 1933 convention invite the Federation to hold next convention in San Francisco.

Referred to Organizing Committee—Application of Window Cleaners No. 44, for affiliation.

Referred to Trades Union Promotional League—Circular letter from Joint Committee on Prison Labor.

Resolution—Introduced by Delegate Sarah S. Hagan, urging General Hugh S. Johnson and the President to provide in all codes and approve as provided in the National Retail code and in the National Cotton Garment code clauses against prison labor competition as a necessary protection in behalf of free labor in the garment making industry. On motion, adopted. Resolution reads:

"Whereas, Information is at hand that the National Retail code and the National Cotton Garment code both contain clauses against prison labor competition, a necessary protection in behalf of free labor in the garment making industry, which is constantly suffering from the effects of seasonal unemployment and unregulated competition; and

"Whereas, It is absolutely necessary for the economic and social welfare of free labor in the garment making industry that all competition by prison labor manufacturers be prohibited by the above and all other codes affecting the industry; and we are hopefully waiting for the approval of the above codes at the hands of the Administrator and the President; therefore, be it

"Resolved, By the San Francisco Labor Council, that we earnestly and respectfully urge upon the National Recovery Administration to take cognizance of the conditions confronting the garment making industry and prohibit by specific provisions in every code affecting the industry any and all manufacturing by prison labor in competition with free labor; and be it further

"Resolved, That copies of this resolution be

transmitted to General Hugh S. Johnson and to the President."

Resolution—In memoriam, Gus Becker, who died while in attendance at the Santa Barbara convention of the California State Federation of Labor. On motion adopted by a rising vote and standing in silence for one minute. Resolution reads:

"IN MEMORIAM—GUS BECKER

"Whereas, The Bakers and Confectionery Workers' International Union, and Bakers' Union No. 24 of San Francisco, have suffered great loss in the sudden death of Gus Becker, member of the general executive board of said international union and past president of Local No. 24, while he was in attendance as a delegate to the California State Federation of Labor in convention assembled at Monterey, California; and

"Whereas, Brother Becker was for many years the representative of the Bakery and Confectionery Workers in the states of California, Nevada and Arizona, and faithfully and intelligently conducted the affairs of this international union and the local unions in his jurisdiction, and he proved himself in all his acts and undertakings worthy of the confidence and trust reposed in him by his fellow trade unionists, and his passing at this time is deeply regretted; therefore, be it

"Resolved, By the San Francisco Labor Council, that we deeply mourn the loss of Brother Gus Becker and pay respect to his memory; that we tender to his family and friends in their bereavement our heartfelt sympathy and condolences; that this resolution be spread upon the minutes of the Council, in token of our appreciation of his many acts for the benefit and advancement of the local labor movement; and that copies of this resolution be transmitted to the family of the deceased, to San Francisco Bakers' Union No. 24, and to the Bakers and Confectionery Workers' International Union of America."

Reports of Unions—Culinary unions are boycotting Foster's lunch places. Bakery Wagon Drivers, are conferring with employer on promised wage terms, and willing to arbitrate differences. Cooks No. 44, have adopted 1929 wage scale for presentation to employers. Carpenters No. 483, are initiating new members. Electrical Workers No. 6, are initiating new members. Journeymen Tailors, annual celebration at California hall, Saturday evening. Operating Engineers No. 64, are conducting an organizing campaign. Longshoremen request Council's assistance in preventing discrimination by the Blue Book organization and shipowners through activities of Captain Peterson.

Visiting Delegates—Miss Bee Tumber of Santa Barbara, John Dalton and John S. Horn of Los Angeles, Messrs. Stokel and Johnson of Sacramento, selected by State Federation to attend funeral of Gus Becker, were introduced and gave accounts of their impressions of present conditions in the labor movement.

New Business—Milk Wagon Drivers granted permission to withdraw application for boycott against Mr. Russell. Delegate George Kidwell moved that secretary notify affiliated unions of action of Council inviting A. F. of L. convention to San Francisco, that unions wire their indorsements to Secretary O'Connell, and that question of finances for entertainment of delegates be referred to executive committee. Motion carried.

Receipts, \$390.62. Expenses, \$901.13.

Council adjourned at 9:40 p. m.

Faternally submitted.

JOHN A. O'CONNELL, Secretary.

Note: All members are requested when making purchases or having work done to demand the union label, card or button. Patronize the Municipal Railway whenever possible. J. A. O'C.

"The first rule of political leadership is to find out where the people are going and then jump up in front and take them there."—Paul Mallon.

Bakery and Confectionery Workers' Union Issue Denial to False Rumors

Through Secretary E. A. Warren, the Bakery and Confectionery Workers' Union of San Francisco has issued a request for the continued gratifying support of organized labor and its friends against the unfair Foster's bakeries and dairy lunches. Their statement follows:

"The fight with the very-much-out-of-line Foster's Lunches and Bakeries still continues, and we are gratified with the results up to date. We want to thank organized labor and its friends for the whole-hearted support we have received, and ask that the same spirit be kept up until such time as we are able to announce that Foster's have recognized that labor has some rights.

"A rumor has been circulated to the effect that Foster's have straightened out their difference with the Bakers' Union. It is absolutely false, and we do not know how or from what source such a rumor originated. When a settlement occurs, organized labor will be notified, and until then such rumors must be disregarded.

"We are not asking anything more of the Foster people than the majority of the employers in the bakery business are able and willing to comply with, the only exceptions to such compliance being those firms which have built their business by paying starvation wages to their help.

"San Francisco labor has worked and fought and sacrificed to bring the labor conditions here to the standard we enjoy, and will not tolerate Eastern firms bringing the poorest of Eastern conditions here, to the detriment of our workers and our employers.

"Members of organized labor are asked to heed this notice, and also to bring this matter to the attention of their families and their friends.

"Foster's bakeries and dairy lunches are on the 'We Don't Patronize List' of the San Francisco Labor Council, which action has the indorsement of the Building Trades Council of San Francisco."

CENTRAL COUNCILS CONSOLIDATE

The Central Labor Council and the Building Trades Council, each with jurisdiction in Contra Costa County, have been consolidated. A meeting was held in Richmond to nominate officers for the new organization, at which E. A. Lawrence of the Martinez electricians was chosen president and Viola Cox of the Richmond laundry workers was named secretary-treasurer.

WE DON'T PATRONIZE LIST

The concerns listed below are on the "We Don't Patronize List" of the San Francisco Labor Council. Members of Labor Unions and sympathizers are requested to cut this out and post it.

American Tobacco Company.
Baker, Hamilton & Pacific Co.
Bella Roma Cigar Co.
California Building Maintenance Co., 20 Ninth Clinton Cafeterias.
Co-Op Manufacturing Company.
Domestic Hand Laundry, 218 Ellis.
Ernest J. Sultan Mfg. Co.
E. Goss & Co., Cigar Mfg., 113 Front.
Foster's Lunches.
Goldberg, Bowen & Co., grocers, 242 Sutter.
Goldstone Bros., manufacturers of Dreadnaught and Bodyguard Overalls.
"Grizzly Bear," organ of N. S. G. W.
Hollywood Dry Corporation and its Products.
Manning's, Inc., Coffee and Sandwich Shops.
Mann Manufacturing Company, Berkeley.
Market Street R. R.
Marquard's Coffee Shop and Catering Co.
Purity Chain Stores.
Q. R. S. Neon Corporation, 690 Potrero Ave.
San Francisco Biscuit Co. (located in Seattle)
The Mutual Stores Co.
Torino Bakery, 2823 Twenty-third.
Traung Label & Litho Co.
Union Furniture Co., 2075 Mission.
All Barber Shops open on Sunday are unfair.

Closing Sessions of Federation of Labor

The California State Federation of Labor ended its 1933 convention at Monterey on Thursday afternoon of last week. The session was unusually brief, only some thirty-four propositions being presented for consideration, in addition to the usual committee reports.

The committee on label investigation reported that 209 of the 231 delegates depositing credentials had the requisite number of labels and twenty-two less than the required number (sixteen of the latter being women, who it is conceded are unable to comply) and that of the remaining six men, three had not attended the convention, two had remained only one day, thus in truth leaving only one delegate without the required number of labels.

Bar Association Extends Greetings

The California Bar Association, in session at Del Monte, sent two of its members, Saul S. Klein and Hugh E. Macbeth, to extend greetings to the convention, and their visit was returned by Delegates Murphy and Hoenig on behalf of the Federation.

The only contest for office in the Federation came from the ninth district, in which Anthony Noriega, J. McManus, B. F. Dodge and James E. Hopkins were chosen vice-presidents. The following are the vice-presidents for the next year in other districts: First district, E. F. Nelson, San Diego; second, George J. Hobart and Richard L'Estrange, Los Angeles; third, James Matthams, Santa Barbara; fourth, W. P. Graham, Fresno; fifth, C. C. Nunnally, Modesto; sixth, R. Manina, San Jose; seventh, George Durand, Oakland; eighth, C. F. Daley, Vallejo; tenth, George Stokel, Sacramento. President Hoch and Secretary Scharrenberg will succeed themselves, and the latter was chosen as delegate to the A. F. of L. convention.

Pasadena secured the 1934 convention without opposition.

Final Action on Propositions

Action by the convention on various propositions submitted, in addition to that given in last week's issue, was as follows: Placed products of the Coor's Brewing Company of Golden, Colo., on the "We Don't Patronize List"; condemned discrimination against union stage employees and picture machine operators, who have endeavored to live up to the rule of the National Labor Board; favored legislation in aid of substitute clerks in the federal service for minimum work week, sick and annual leave, and a refund to them of money deducted under the Economy Act; favored elimination of the "swing" practice in postoffices; favored restoration of federal salary compensation law of 1925; protested differential in prices in codes for the laundry industry; demanded immediate effective restriction of Filipino laborers and reaffirmed policy of upholding immigration quotas, also urging A. F. of L. to resist any attempt to liberalize same; expressed belief in innocence of Mooney and Billings and demanded their unconditional pardon; reiterated opposition to the sales tax; deplored the abuses of the right of initiative and referendum; and agreed to co-operate with the San Francisco Labor Council in assisting the striking cigarmakers in this city.

EAST BAY LABOR TEMPLE OPENING

Alameda County's new labor temple, 562 Eleventh street, Oakland, will be officially opened tomorrow evening at 8 o'clock. Prominent speakers, including public officials, are on the program, and members of organized labor and its friends are invited.

PROMOTIONAL LEAGUE

Official Minutes of Meeting Held
September 20, 1933

The Trades Union Promotional League held its meeting Wednesday, September 20, 1933, in Mechanics' Hall, Labor Temple. The meeting was called to order by President A. W. Edwards at 8 p. m. and on roll call the following were noted absent: Secretary W. G. Desepse, who was excused as he was attending the State Federation of Labor convention; the others were Frank Joseph and J. C. Ford. Brother A. A. Morgan was appointed to act as secretary pro tem. Secretary-Treasurer Plato was also excused, being on vacation. Minutes of the previous meeting, held September 6, were approved as read.

Credentials: Sister Mary Wolfe from the Cigarmakers' Union No. 228 was seated pending the arrival of her credentials.

Communications: Secretary's letter to Mary Mooney, secretary of Teachers' Federation, was read and left in hands of secretary. Letter of Women's Union Label League of San Jose and answer of same by the secretary was also referred to the secretary. All other communications were laid over.

Report of Unions: Typographical Union reports business fair. Culinary Workers' unions state they are carrying on a campaign against non-union houses; Foster's dairy lunches and bakeries are unfair. Hatters' Union reports business is still improving; former employee of Lundstrom is operating a store at 890 Market street and through the demand for the union label he is putting in a stock of their hats. Sheet Metal Workers' Union states it had an open meeting last Wednesday and the prospects look good for organization work. Garment Workers' Union No. 131 reports work is still holding out; request a demand for its union label when you buy wearing apparel. Bill Posters and Billers' Union reports work is fair just now. Molders' Union states business is picking up; one shop has been straightened out; Wedgewood, Occidental and Spark stoves are union made. Bookbinders' Union reports work is fair. Sign Painters' Union states it is fair. Plasterers' Union states it is a little quiet now; has reduced its initiation fee to help organizing work. Cigarmakers' Union has reduced its initiation fee and is organizing many cigar workers in the various factories in the city and reports these factories as being fair: R. Schwartz Co., Paliceo Co., Bella Roma Co., El Rivero Co. and V. Stone Co. Pile Drivers' Union reports work fair; work on Bay bridge is not too steady. Stereotypers and Electrotypers' Union says work is slow. Janitors' Union states work is fair. Carpet Mechanics' Union also says work is fair. Millmen's Union reports work is a little slow; are organizing a new local in Pittsburg, California, and the San Jose local is organizing men in the P. M. Co.

Trustees: Report favorably on the bills pre-

Striking Shoe Workers Win Right To Organize and Negotiate

Labor won a victory at Reading, Pa., when officials of two shoe factories signed an agreement with Warren D. Mullen, organizer for the National Leather Workers, settling a strike of nearly 700 workers. The factories involved are the Curtis, Stephens, Embrey, Inc., plant and that of Fein & Glass, Inc.

Under the agreement the employers must permit a secret ballot for shop chairmen and to determine if union representatives shall negotiate all questions of wages, hours and working conditions with the managements. Both strikes were in progress about six weeks.

It is predicted by labor leaders that the ballot, which is to be supervised by the National Labor Board, will result in an overwhelming repudiation of the "company union" idea by the workers.

sented, and report progress on the auditing of the books.

New Business: Agitation committee will meet Wednesday, September 27, at 7:30 p. m.

Good and Welfare: The death of Fred Nicholas, former business representative of the Building Trades Council and former president of the District Council of Carpenters, was reported. Brother Willis reported that the firm of Jarvis & Marcus on Mission street was making leather jackets and should be induced to use the union label of the United Garment Workers' Union; same referred to them. President Edwards reported that there would be a social at the next meeting, to be held October 4, and the Ladies' Auxiliary will take care of the arrangements for the evening. Sister Wolfe of the Cigarmakers' Union thanked the League for its activity in having union-made cigars and cigarettes at the Labor Day celebration.

Receipts and Disbursements: Laid over until next meeting.

Adjournment: Meeting adjourned at 8:45 p. m. to meet again Wednesday, October 4, when delegates are requested to attend and invite their friends to the social to be held that night.

"Help to organize by demanding the union label, shop card and working button."

Faternally submitted.

A. A. MORGAN, Acting Secretary.

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Tribute to Memory of Bakers' Union Leader

The funeral of Gus Becker, knowledge of whose sudden death became known only a short time before our going to press last week, was held in this city last Saturday afternoon.

The well known international representative of the Bakery and Confectionery Workers' Union was taken ill in his hotel room at Monterey while in attendance at the State Federation convention. He had appeared in his usual health and good spirits, and had taken active and aggressive part in the convention in behalf of his organization. On learning of his illness friends immediately had him conveyed to a hospital. He was seized with a stroke, however, and passed away within a very short time. Announcement of his demise from the platform spread a mantle of gloom over the convention, adjournment was taken, after standing in silence, as a mark of respect, and Daniel C. Murphy, John F. Dalton and John S. Horn were named as pallbearers to represent the convention at the obsequies.

At the funeral service the capacity of the parlors was taxed by the numbers from his own organization, from co-workers in the general labor movement of the city and of personal friends who came to pay the final tribute. The service was held under the ritual of the Loyal Order of Moose, following which Paul Scharrenberg, secretary of the State Federation of Labor, delivered a brief eulogy on the active trade union life of the deceased and his sterling worth as a man. An exceptional offering of floral pieces, many from different cities, gave further evidence of esteem.

Last week the San Francisco Labor Council, after adopting resolutions of respect adjourned in

respect to the memory of the departed worker in the ranks of labor.

Members of Local No. 24 of the Bakers' Union through its secretary, E. A. Warren, present the following tribute to one whom they call "a grand old warrior":

"We, the members of Local No. 24, pay tribute to our beloved friend and brother, Gus Becker, who passed away while attending the convention of the California State Federation of Labor in Monterey.

"Our loss is greater than we can at this time realize, and our big kind-hearted brother will be missed and mourned by all who knew him, not only for those kindly qualities which endeared him to all but for his diligence, sagacity and integrity in conducting the affairs of our organization.

"Our heartfelt sympathy is extended to the wife of our departed brother, in this hour of her grief, and it is to be hoped that she will gain some degree of comfort in realizing that he could have had no more fitting climax to a life devoted to service and the bettering of the conditions of his fellow men, than the one which fate decreed should be his. No long, bedridden suffering, no weakening of those faculties which made him the valuable man he was in his position as an international representative, right in the thick of it up to the moment the referee called 'Time.' May we all be privileged to depart this life in like activity and honor.

"Brother Gus, we shall miss you; you will be often in our thoughts, and always with affection and respect."

REPORT ON HETCH HETCHY

According to reports submitted to the manager of public utilities, the last of the Hetch Hetchy tunnels in the Coast Range probably will be "holed through" by the end of November. The work is progressing at the rate of 115 to 150 feet a week.

DESTRUCTIVE SMOKE

Injury to health and damage to property is described in a book, "Stop That Smoke," published by Harper's. Henry Obermeyer, the author, tells of a \$3000 crop of spinach destroyed in one night by a great cloud of poisonous smoke. He quotes a health commissioner of Chicago as saying that the death rate of that city would be reduced if smoke were eliminated from the atmosphere.

This is the author's summary of what can be done by the elimination of smoke:

"Reduction by one-sixth of the total death rate . . .; 20 to 50 per cent more sunlight in urban and industrial communities; household cleaning expenses cut by more than half; half a billion dollars saved annually in preventable property damage; wasted fuel reclaimed to the extent of 20 per cent of the country's fuel bill; chemical by-products added to our national wealth . . .; the last barrier hurdled in man's conquest of the air."

The book reveals smoke as an even greater evil than it has been generally known to be and presents convincing reasons why it should be eliminated from our cities.

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Assets—

United States and Other Bonds, on books at.....	\$ 68,208,157.80
Cash	16,694,254.17
Loans on Real Estate.....	72,874,661.45
Loans on Bonds and Other Securities.....	1,429,632.49
Bank Buildings and Lots, (value over \$2,100,000.00) on books at.....	1.00
Other Real Estate, (value over \$520,000.00) on books at.....	1.00
Pension Fund, (value over \$800,000.00) on books at.....	1.00
Total.....	\$159,206,708.91

Liabilities—

Due Depositors.....	\$152,706,708.91
Capital Stock.....	1,000,000.00
Reserve and Contingent Funds.....	5,500,000.00
Total.....	\$159,206,708.91

*The following additional statement may be of interest to the Depositors of the Bank:
The Earnings of the Bank for the entire Fiscal Year ending June 30th, 1933 were as follows:*

Income	\$7,594,044.75
Expenses and Taxes	939,993.97
Net Profits.....	\$6,654,050.78

The above does not include Interest due on Loans but not yet collected

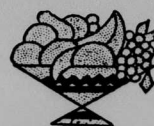
MISSION BRANCH
PARK-PRESIDO BRANCH
HAIGHT STREET BRANCH
WEST PORTAL BRANCH

Mission and 21st Streets
Clement Street and 7th Ave.
Haight and Belvedere Streets
West Portal Ave. and Ulloa St.

Interest on Deposits is Computed Monthly and Compounded Quarterly, and may be withdrawn quarterly.

this
food
question . . .

One hears a lot about it,
but there really isn't much
to it... that is, not for those
who know Hale's Food
Shop. The quality of food,
eight departments under
one roof, the prices. It
really pays one to come
down town to do one's
food shopping.



**HALE'S
FOOD SHOP**

FIFTH near MARKET STREET